



Annual AB 2561 Vacancy and Recruitment Report

Shavonne Turner

October 21, 2025

SAWPA Commission Meeting

Recommendation

- Receive and file the annual update in response to AB 2561
- Report provides transparency regarding staffing levels and recruitment activities

The screenshot shows the California Legislative Information website. The header includes the California state seal and the text "California LEGISLATIVE INFORMATION". Navigation links include "Home", "Bill Information", "California Law", "Publications", "Other Resources", "My Subscriptions", and "My Favorites". A search bar is located in the top right corner. Below the header, the bill number "AB-2561 Local public employees: vacant positions. (2023-2024)" is displayed. A tabbed interface shows "Text" as the selected view. The main content area displays the bill's title, chapter, and a summary of its purpose: "An act to add Section 3502.3 to the Government Code, relating to public employment." It also shows the approval date and the legislative counsel's digest. The digest text explains the bill's intent to require public agencies to present the status of vacancies and recruitment efforts at a public hearing.

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AB-2561 Local public employees: vacant positions. (2023-2024)

Text Votes History Bill Analysis Today's Law As Amended Compare Versions Status Comments To Author

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Date Published: 09/23/2024 09:00 PM

Assembly Bill No. 2561

CHAPTER 409

An act to add Section 3502.3 to the Government Code, relating to public employment.

[Approved by Governor September 22, 2024. Filed with Secretary of State September 22, 2024.]

LEGISLATIVE COUNSEL'S DIGEST

AB 2561, McKinnor. Local public employees: vacant positions.

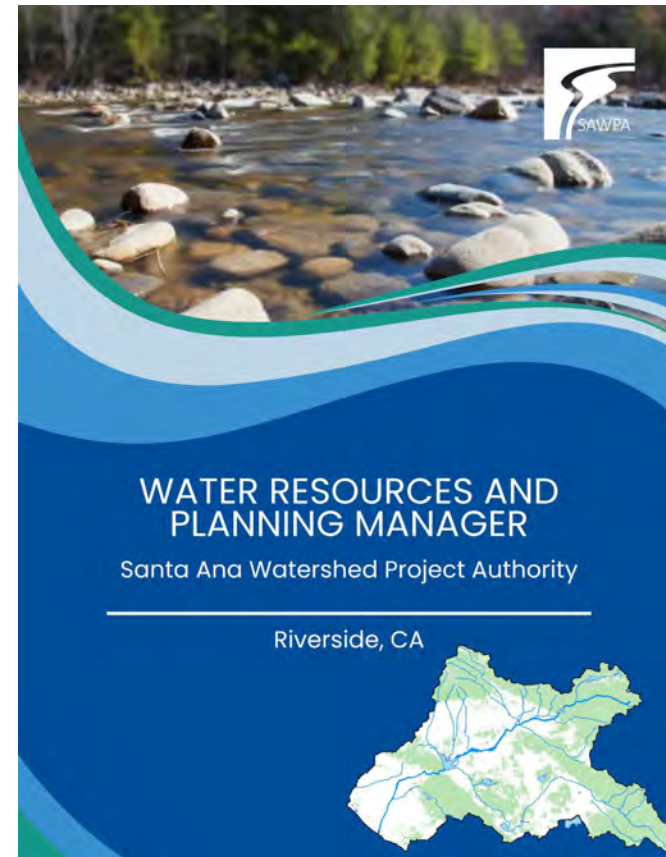
Existing law, the Meyers-Millas-Brown Act (act), authorizes local public employees, as defined, to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on matters of labor relations. The act requires the governing body of a public agency to meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of recognized employee organizations and to consider fully presentations that are made by the employee organization on behalf of its members before arriving at a determination of policy or course of action.

This bill would, as specified, require a public agency to present the status of vacancies and recruitment and retention efforts at a public hearing at least once per fiscal year, and would entitle the recognized employee organization to present at the hearing. If the number of job vacancies within a single bargaining unit meets or exceeds 20% of the total number of authorized full-time positions, the bill would require the public agency, upon request of the recognized employee organization, to include specified information during the public hearing. By imposing new duties on local public agencies, the bill would impose a state-mandated local program. The bill would also include related legislative findings.

The California Constitution requires local agencies, for the purpose of ensuring public access to the meetings of public bodies and the writings of public officials and agencies, to comply with a statutory enactment that amends or enacts laws relating to public records or open meetings and contains findings demonstrating that the enactment furthers the constitutional requirements relating to this purpose.

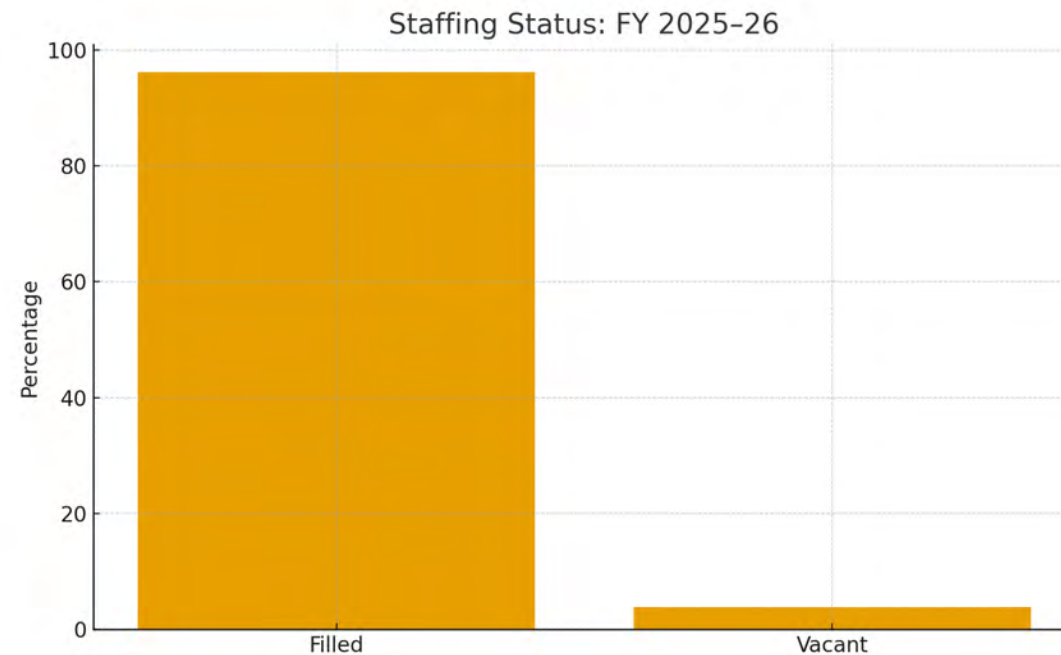
Discussion

- Assembly Bill 2561 requires annual vacancy and recruitment reporting
- FY 2025–26:
 - One vacancy: Water Resources and Planning Manager
 - All other positions filled
- SAWPA remains in compliance with AB 2561



Vacancy Overview

- Authorized Positions: 26
- Current Filled Positions: 25
- Current Vacancies: 1
- Vacancy Rate: 3.85%
- Vacant Position: Water Resources and Planning Manager



Recruitment / Retention Status

- Recruitment underway; applicant screening initiated
- Retention Efforts:
- Enhanced onboarding materials
- Improved candidate communication
- Hiring Obstacles: None identified



Recruitment Active



Retention Initiatives Ongoing



No Hiring Barriers Identified

Critical Success Factors

- Staffing & Organizational Sustainability
- Compliance & Accountability
- Transparent reporting to the Commission



Resource Impacts

- No unanticipated resource impacts
- Recruitment conducted within FY 2025–26 budget



Compliance Summary

- Meets California Government Code § 3502.3 (AB 2561)
- Provides details on vacancies, recruitment, and retention efforts



Contact Information

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SAWPA Lobby Security Improvements Project

**David Ruhl, Executive Manager of
Engineering and Operations**

October 21, 2025

Commission

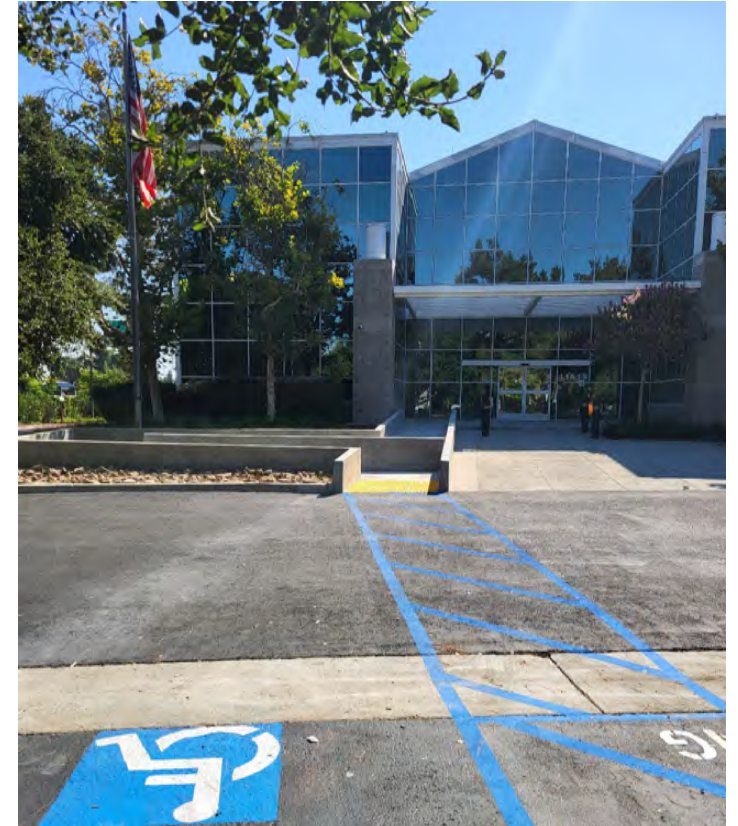
Recommendation

That the Commission authorize the General Manager to accept the Bridgerock Construction Inc., work on the Lobby Security Improvements Project as complete and direct staff to file a Notice of Completion with the Riverside County Clerk up the following:

1. Contractor has delivered all documents required by the Contract Documents;
2. Notice from the Architect accepting the work;
3. Receipt of Final Application for Payment from the Contractor; and
4. Notice from the Construction Manager recommending final payment.

Lobby Security Improvements

- Commission Award: April 2025
- Contractor: Bridgerock Construction
- Commence Work: May 12, 2025
- Complete Work: October 18, 2025
- Project Description
 - Harden the entrance to add a layer of security
 - Maintain open lobby during business hours
 - Improve functionality and appearance of reception work area
 - Provide exterior and interior ADA upgrades



Lobby Security Improvements



Lobby Security Improvements



Contract Authorization

Contractor	Contract Amount
• Bridgerock Construction	\$552,988.00
• Change Order 1	<u>(\$28,435.21)</u>
• Final Contract Amount	\$524,552.79



Recommendation

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